

## 2401 Nondiscrimination / Equal Opportunity 2401

The school district does not discriminate on the basis of sex or other protected categories in its education programs and activities, as required by federal and state laws/regulations.

Discrimination against and harassment of school employees because of age, sex, race, creed, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry, gender identity or sexual orientation are prohibited.

Discrimination against and harassment of students because of sex, race, creed, religion, color, age, marital status, familial status, economic status, physical or mental disability, national origin, ancestry, veteran status, gender identity or sexual orientation are prohibited.

The Board directs the school administration to implement a continuing program designed to prevent, assess the presence of, intervene in, and respond to incidents of discrimination against all applicants, employees, students, and other individuals having access rights to school premises and activities.

The District has designated and authorized a Human Rights Officer/Title IX/ Coordinator who will be responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination including sexual harassment. The Title IX/Nondiscrimination Officer is a person with direct access to the Superintendent.

The school district has implemented complaint procedures for resolving complaints of discrimination/harassment and sexual harassment under this policy. The school district provides required notices of these complaint procedures and how they can be accessed, as well as the school district's compliance with federal and state civil rights laws and regulations to all applicants for employment, employees, students, parents and other interested parties.

### Legal Reference:

Equal Employment Opportunities Act of 1972 (P.L. 92-261) amending Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000(e) et seq.)

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.)

Title VI of the Civil Rights Act of 1964 (P.L. 88-352)

Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)

Equal Pay Act of 1963 (29 U.S.C. § 206)

Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 et seq.); 34 CFR § 104.7, as amended

Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), as amended

Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff et seq.)

NH RSA 186:11; 193:38; 193:39; 354-A

NH Code Admin. R. Ed. 303.01(i)

Cross Reference:

5125 - Harassment and Sexual Harassment of Students

5125-R - Student Discrimination and Harassment Complaint Procedure

2403 - Harassment and Sexual Harassment of Employees

2403-R - Employee and Third Party Discrimination and Harassment Complaint Procedure

Adopted: 1/1976

Revised: 9/1978, 12/1978, 3/1989, 3/1995, 8/1997, 9/1997, 6/2007, 10/2012, 10/2014, 12/2019, 7/2020, 10/2020.